



Sen. Bill Cunningham

Filed: 3/9/2016

09900SB2159sam002

LRB099 12932 MLM 45972 a

1 AMENDMENT TO SENATE BILL 2159

2 AMENDMENT NO. \_\_\_\_\_. Amend Senate Bill 2159, AS AMENDED,  
3 by replacing everything after the enacting clause with the  
4 following:

5 "Section 5. The University of Illinois Act is amended by  
6 adding Sections 90 and 95 as follows:

7 (110 ILCS 305/90 new)

8 Sec. 90. Employment contract limitations. This Section  
9 applies to the employment contracts of the president or all  
10 chancellors of the University entered into, amended, renewed,  
11 or extended after the effective date of this amendatory Act of  
12 the 99th General Assembly. This Section does not apply to  
13 collective bargaining agreements. With respect to employment  
14 contracts entered into with the president or all chancellors of  
15 the University:

16 (1) Severance under the contract may not exceed one

1           year salary and applicable benefits.

2           (2) A contract with a determinate start and end date  
3           may not exceed 4 years.

4           (3) The contract may not include any automatic rollover  
5           clauses.

6           (4) Severance payments or contract buyouts may be  
7           placed in an escrow account if there are pending criminal  
8           charges against the president or all chancellors of the  
9           University related to their employment.

10          (5) Final action on the formation, renewal, extension,  
11          or termination of the employment contracts of the president  
12          or all chancellors of the University must be made during an  
13          open meeting of the Board of Trustees.

14          (6) Public notice, compliant with the provisions of the  
15          Open Meetings Act, must be given prior to final action on  
16          the formation, renewal, extension, or termination of the  
17          employment contracts of the president or all chancellors of  
18          the University and must include a copy of the Board item or  
19          other documentation providing, at a minimum, a description  
20          of the proposed principal financial components of the  
21          president's or all chancellors' appointments.

22          (7) Any performance-based bonus or incentive-based  
23          compensation to the president or all chancellors of the  
24          University must be approved by the Board in an open  
25          meeting. The performance upon which the bonus is based must  
26          be made available to the public no less than 48 hours

1 before Board approval of the performance-based bonus or  
2 incentive-based compensation.

3 (8) Board minutes, board packets, and annual  
4 performance reviews concerning the president or all  
5 chancellors of the University must be made available to the  
6 public on the University's Internet website.

7 (110 ILCS 305/95 new)

8 Sec. 95. Executive accountability. The Board of Trustees  
9 must complete an annual performance review of the president and  
10 any chancellors of the University. Such annual performance  
11 review must be considered when the Board contemplates a bonus,  
12 incentive-based compensation, raise, or severance agreement  
13 for the president or all chancellors of the University.

14 Section 10. The Southern Illinois University Management  
15 Act is amended by adding Sections 75 and 80 as follows:

16 (110 ILCS 520/75 new)

17 Sec. 75. Employment contract limitations. This Section  
18 applies to the employment contracts of the president or all  
19 chancellors of the University entered into, amended, renewed,  
20 or extended after the effective date of this amendatory Act of  
21 the 99th General Assembly. This Section does not apply to  
22 collective bargaining agreements. With respect to employment  
23 contracts entered into with the president or all chancellors of

1 the University:

2 (1) Severance under the contract may not exceed one  
3 year salary and applicable benefits.

4 (2) A contract with a determinate start and end date  
5 may not exceed 4 years.

6 (3) The contract may not include any automatic rollover  
7 clauses.

8 (4) Severance payments or contract buyouts may be  
9 placed in an escrow account if there are pending criminal  
10 charges against the president or all chancellors of the  
11 University related to their employment.

12 (5) Final action on the formation, renewal, extension,  
13 or termination of the employment contracts of the president  
14 or all chancellors of the University must be made during an  
15 open meeting of the Board.

16 (6) Public notice, compliant with the provisions of the  
17 Open Meetings Act, must be given prior to final action on  
18 the formation, renewal, extension, or termination of the  
19 employment contracts of the president or all chancellors of  
20 the University and must include a copy of the Board item or  
21 other documentation providing, at a minimum, a description  
22 of the proposed principal financial components of the  
23 president's or all chancellors' appointments.

24 (7) Any performance-based bonus or incentive-based  
25 compensation to the president or all chancellors of the  
26 University must be approved by the Board in an open

1 meeting. The performance upon which the bonus is based must  
2 be made available to the public no less than 48 hours  
3 before Board approval of the performance-based bonus or  
4 incentive-based compensation.

5 (8) Board minutes, board packets, and annual  
6 performance reviews concerning the president or all  
7 chancellors of the University must be made available to the  
8 public on the University's Internet website.

9 (110 ILCS 520/80 new)

10 Sec. 80. Executive accountability. The Board must complete  
11 an annual performance review of the president and any  
12 chancellors of the University. Such annual performance review  
13 must be considered when the Board contemplates a bonus,  
14 incentive-based compensation, raise, or severance agreement  
15 for the president or all chancellors of the University.

16 Section 15. The Chicago State University Law is amended by  
17 adding Sections 5-185 and 5-190 as follows:

18 (110 ILCS 660/5-185 new)

19 Sec. 5-185. Employment contract limitations. This Section  
20 applies to the employment contracts of the president or all  
21 chancellors of the University entered into, amended, renewed,  
22 or extended after the effective date of this amendatory Act of  
23 the 99th General Assembly. This Section does not apply to

1 collective bargaining agreements. With respect to employment  
2 contracts entered into with the president or all chancellors of  
3 the University:

4 (1) Severance under the contract may not exceed one  
5 year salary and applicable benefits.

6 (2) A contract with a determinate start and end date  
7 may not exceed 4 years.

8 (3) The contract may not include any automatic rollover  
9 clauses.

10 (4) Severance payments or contract buyouts may be  
11 placed in an escrow account if there are pending criminal  
12 charges against the president or all chancellors of the  
13 University related to their employment.

14 (5) Final action on the formation, renewal, extension,  
15 or termination of the employment contracts of the president  
16 or all chancellors of the University must be made during an  
17 open meeting of the Board.

18 (6) Public notice, compliant with the provisions of the  
19 Open Meetings Act, must be given prior to final action on  
20 the formation, renewal, extension, or termination of the  
21 employment contracts of the president or all chancellors of  
22 the University and must include a copy of the Board item or  
23 other documentation providing, at a minimum, a description  
24 of the proposed principal financial components of the  
25 president's or all chancellors' appointments.

26 (7) Any performance-based bonus or incentive-based

1       compensation to the president or all chancellors of the  
2       University must be approved by the Board in an open  
3       meeting. The performance upon which the bonus is based must  
4       be made available to the public no less than 48 hours  
5       before Board approval of the performance-based bonus or  
6       incentive-based compensation.

7       (8) Board minutes, board packets, and annual  
8       performance reviews concerning the president or all  
9       chancellors of the University must be made available to the  
10      public on the University's Internet website.

11       (110 ILCS 660/5-190 new)

12       Sec. 5-190. Executive accountability. The Board must  
13       complete an annual performance review of the president and any  
14       chancellors of the University. Such annual performance review  
15       must be considered when the Board contemplates a bonus,  
16       incentive-based compensation, raise, or severance agreement  
17       for the president or all chancellors of the University.

18       Section 20. The Eastern Illinois University Law is amended  
19       by adding Sections 10-185 and 10-190 as follows:

20       (110 ILCS 665/10-185 new)

21       Sec. 10-185. Employment contract limitations. This Section  
22       applies to the employment contracts of the president or all  
23       chancellors of the University entered into, amended, renewed,

1 or extended after the effective date of this amendatory Act of  
2 the 99th General Assembly. This Section does not apply to  
3 collective bargaining agreements. With respect to employment  
4 contracts entered into with the president or all chancellors of  
5 the University:

6 (1) Severance under the contract may not exceed one  
7 year salary and applicable benefits.

8 (2) A contract with a determinate start and end date  
9 may not exceed 4 years.

10 (3) The contract may not include any automatic rollover  
11 clauses.

12 (4) Severance payments or contract buyouts may be  
13 placed in an escrow account if there are pending criminal  
14 charges against the president or all chancellors of the  
15 University related to their employment.

16 (5) Final action on the formation, renewal, extension,  
17 or termination of the employment contracts of the president  
18 or all chancellors of the University must be made during an  
19 open meeting of the Board.

20 (6) Public notice, compliant with the provisions of the  
21 Open Meetings Act, must be given prior to final action on  
22 the formation, renewal, extension, or termination of the  
23 employment contracts of the president or all chancellors of  
24 the University and must include a copy of the Board item or  
25 other documentation providing, at a minimum, a description  
26 of the proposed principal financial components of the

1 president's or all chancellors' appointments.

2 (7) Any performance-based bonus or incentive-based  
3 compensation to the president or all chancellors of the  
4 University must be approved by the Board in an open  
5 meeting. The performance upon which the bonus is based must  
6 be made available to the public no less than 48 hours  
7 before Board approval of the performance-based bonus or  
8 incentive-based compensation.

9 (8) Board minutes, board packets, and annual  
10 performance reviews concerning the president or all  
11 chancellors of the University must be made available to the  
12 public on the University's Internet website.

13 (110 ILCS 665/10-190 new)

14 Sec. 10-190. Executive accountability. The Board must  
15 complete an annual performance review of the president and any  
16 chancellors of the University. Such annual performance review  
17 must be considered when the Board contemplates a bonus,  
18 incentive-based compensation, raise, or severance agreement  
19 for the president or all chancellors of the University.

20 Section 25. The Governors State University Law is amended  
21 by adding Sections 15-185 and 15-190 as follows:

22 (110 ILCS 670/15-185 new)

23 Sec. 15-185. Employment contract limitations. This Section

1 applies to the employment contracts of the president or all  
2 chancellors of the University entered into, amended, renewed,  
3 or extended after the effective date of this amendatory Act of  
4 the 99th General Assembly. This Section does not apply to  
5 collective bargaining agreements. With respect to employment  
6 contracts entered into with the president or all chancellors of  
7 the University:

8 (1) Severance under the contract may not exceed one  
9 year salary and applicable benefits.

10 (2) A contract with a determinate start and end date  
11 may not exceed 4 years.

12 (3) The contract may not include any automatic rollover  
13 clauses.

14 (4) Severance payments or contract buyouts may be  
15 placed in an escrow account if there are pending criminal  
16 charges against the president or all chancellors of the  
17 University related to their employment.

18 (5) Final action on the formation, renewal, extension,  
19 or termination of the employment contracts of the president  
20 or all chancellors of the University must be made during an  
21 open meeting of the Board.

22 (6) Public notice, compliant with the provisions of the  
23 Open Meetings Act, must be given prior to final action on  
24 the formation, renewal, extension, or termination of the  
25 employment contracts of the president or all chancellors of  
26 the University and must include a copy of the Board item or

1       other documentation providing, at a minimum, a description  
2       of the proposed principal financial components of the  
3       president's or all chancellors' appointments.

4       (7) Any performance-based bonus or incentive-based  
5       compensation to the president or all chancellors of the  
6       University must be approved by the Board in an open  
7       meeting. The performance upon which the bonus is based must  
8       be made available to the public no less than 48 hours  
9       before Board approval of the performance-based bonus or  
10       incentive-based compensation.

11       (8) Board minutes, board packets, and annual  
12       performance reviews concerning the president or all  
13       chancellors of the University must be made available to the  
14       public on the University's Internet website.

15       (110 ILCS 670/15-190 new)

16       Sec. 15-190. Executive accountability. The Board must  
17       complete an annual performance review of the president and any  
18       chancellors of the University. Such annual performance review  
19       must be considered when the Board contemplates a bonus,  
20       incentive-based compensation, raise, or severance agreement  
21       for the president or all chancellors of the University.

22       Section 30. The Illinois State University Law is amended by  
23       adding Sections 20-190 and 20-195 as follows:

1 (110 ILCS 675/20-190 new)

2 Sec. 20-190. Employment contract limitations. This Section  
3 applies to the employment contracts of the president or all  
4 chancellors of the University entered into, amended, renewed,  
5 or extended after the effective date of this amendatory Act of  
6 the 99th General Assembly. This Section does not apply to  
7 collective bargaining agreements. With respect to employment  
8 contracts entered into with the president or all chancellors of  
9 the University:

10 (1) Severance under the contract may not exceed one  
11 year salary and applicable benefits.

12 (2) A contract with a determinate start and end date  
13 may not exceed 4 years.

14 (3) The contract may not include any automatic rollover  
15 clauses.

16 (4) Severance payments or contract buyouts may be  
17 placed in an escrow account if there are pending criminal  
18 charges against the president or all chancellors of the  
19 University related to their employment.

20 (5) Final action on the formation, renewal, extension,  
21 or termination of the employment contracts of the president  
22 or all chancellors of the University must be made during an  
23 open meeting of the Board.

24 (6) Public notice, compliant with the provisions of the  
25 Open Meetings Act, must be given prior to final action on  
26 the formation, renewal, extension, or termination of the

1       employment contracts of the president or all chancellors of  
2       the University and must include a copy of the Board item or  
3       other documentation providing, at a minimum, a description  
4       of the proposed principal financial components of the  
5       president's or all chancellors' appointments.

6       (7) Any performance-based bonus or incentive-based  
7       compensation to the president or all chancellors of the  
8       University must be approved by the Board in an open  
9       meeting. The performance upon which the bonus is based must  
10      be made available to the public no less than 48 hours  
11      before Board approval of the performance-based bonus or  
12      incentive-based compensation.

13      (8) Board minutes, board packets, and annual  
14      performance reviews concerning the president or all  
15      chancellors of the University must be made available to the  
16      public on the University's Internet website.

17      (110 ILCS 675/20-195 new)

18      Sec. 20-195. Executive accountability. The Board must  
19      complete an annual performance review of the president and any  
20      chancellors of the University. Such annual performance review  
21      must be considered when the Board contemplates a bonus,  
22      incentive-based compensation, raise, or severance agreement  
23      for the president or all chancellors of the University.

24      Section 35. The Northeastern Illinois University Law is

1 amended by adding Sections 25-185 and 25-190 as follows:

2 (110 ILCS 680/25-185 new)

3 Sec. 25-185. Employment contract limitations. This Section  
4 applies to the employment contracts of the president or all  
5 chancellors of the University entered into, amended, renewed,  
6 or extended after the effective date of this amendatory Act of  
7 the 99th General Assembly. This Section does not apply to  
8 collective bargaining agreements. With respect to employment  
9 contracts entered into with the president or all chancellors of  
10 the University:

11 (1) Severance under the contract may not exceed one  
12 year salary and applicable benefits.

13 (2) A contract with a determinate start and end date  
14 may not exceed 4 years.

15 (3) The contract may not include any automatic rollover  
16 clauses.

17 (4) Severance payments or contract buyouts may be  
18 placed in an escrow account if there are pending criminal  
19 charges against the president or all chancellors of the  
20 University related to their employment.

21 (5) Final action on the formation, renewal, extension,  
22 or termination of the employment contracts of the president  
23 or all chancellors of the University must be made during an  
24 open meeting of the Board.

25 (6) Public notice, compliant with the provisions of the

1       Open Meetings Act, must be given prior to final action on  
2       the formation, renewal, extension, or termination of the  
3       employment contracts of the president or all chancellors of  
4       the University and must include a copy of the Board item or  
5       other documentation providing, at a minimum, a description  
6       of the proposed principal financial components of the  
7       president's or all chancellors' appointments.

8       (7) Any performance-based bonus or incentive-based  
9       compensation to the president or all chancellors of the  
10       University must be approved by the Board in an open  
11       meeting. The performance upon which the bonus is based must  
12       be made available to the public no less than 48 hours  
13       before Board approval of the performance-based bonus or  
14       incentive-based compensation.

15       (8) Board minutes, board packets, and annual  
16       performance reviews concerning the president or all  
17       chancellors of the University must be made available to the  
18       public on the University's Internet website.

19       (110 ILCS 680/25-190 new)

20       Sec. 25-190. Executive accountability. The Board must  
21       complete an annual performance review of the president and any  
22       chancellors of the University. Such annual performance review  
23       must be considered when the Board contemplates a bonus,  
24       incentive-based compensation, raise, or severance agreement  
25       for the president or all chancellors of the University.

1 Section 40. The Northern Illinois University Law is amended  
2 by adding Sections 30-195 and 30-200 as follows:

3 (110 ILCS 685/30-195 new)

4 Sec. 30-195. Employment contract limitations. This Section  
5 applies to the employment contracts of the president or all  
6 chancellors of the University entered into, amended, renewed,  
7 or extended after the effective date of this amendatory Act of  
8 the 99th General Assembly. This Section does not apply to  
9 collective bargaining agreements. With respect to employment  
10 contracts entered into with the president or all chancellors of  
11 the University:

12 (1) Severance under the contract may not exceed one  
13 year salary and applicable benefits.

14 (2) A contract with a determinate start and end date  
15 may not exceed 4 years.

16 (3) The contract may not include any automatic rollover  
17 clauses.

18 (4) Severance payments or contract buyouts may be  
19 placed in an escrow account if there are pending criminal  
20 charges against the president or all chancellors of the  
21 University related to their employment.

22 (5) Final action on the formation, renewal, extension,  
23 or termination of the employment contracts of the president  
24 or all chancellors of the University must be made during an

1       open meeting of the Board.

2           (6) Public notice, compliant with the provisions of the  
3       Open Meetings Act, must be given prior to final action on  
4       the formation, renewal, extension, or termination of the  
5       employment contracts of the president or all chancellors of  
6       the University and must include a copy of the Board item or  
7       other documentation providing, at a minimum, a description  
8       of the proposed principal financial components of the  
9       president's or all chancellors' appointments.

10          (7) Any performance-based bonus or incentive-based  
11       compensation to the president or all chancellors of the  
12       University must be approved by the Board in an open  
13       meeting. The performance upon which the bonus is based must  
14       be made available to the public no less than 48 hours  
15       before Board approval of the performance-based bonus or  
16       incentive-based compensation.

17          (8) Board minutes, board packets, and annual  
18       performance reviews concerning the president or all  
19       chancellors of the University must be made available to the  
20       public on the University's Internet website.

21       (110 ILCS 685/30-200 new)

22       Sec. 30-200. Executive accountability. The Board must  
23       complete an annual performance review of the president and any  
24       chancellors of the University. Such annual performance review  
25       must be considered when the Board contemplates a bonus,

1 incentive-based compensation, raise, or severance agreement  
2 for the president or all chancellors of the University.

3 Section 45. The Western Illinois University Law is amended  
4 by adding Sections 35-190 and 35-195 as follows:

5 (110 ILCS 690/35-190 new)

6 Sec. 35-190. Employment contract limitations. This Section  
7 applies to the employment contracts of the president or all  
8 chancellors of the University entered into, amended, renewed,  
9 or extended after the effective date of this amendatory Act of  
10 the 99th General Assembly. This Section does not apply to  
11 collective bargaining agreements. With respect to employment  
12 contracts entered into with the president or all chancellors of  
13 the University:

14 (1) Severance under the contract may not exceed one  
15 year salary and applicable benefits.

16 (2) A contract with a determinate start and end date  
17 may not exceed 4 years.

18 (3) The contract may not include any automatic rollover  
19 clauses.

20 (4) Severance payments or contract buyouts may be  
21 placed in an escrow account if there are pending criminal  
22 charges against the president or all chancellors of the  
23 University related to their employment.

24 (5) Final action on the formation, renewal, extension,

1       or termination of the employment contracts of the president  
2       or all chancellors of the University must be made during an  
3       open meeting of the Board.

4           (6) Public notice, compliant with the provisions of the  
5       Open Meetings Act, must be given prior to final action on  
6       the formation, renewal, extension, or termination of the  
7       employment contracts of the president or all chancellors of  
8       the University and must include a copy of the Board item or  
9       other documentation providing, at a minimum, a description  
10       of the proposed principal financial components of the  
11       president's or all chancellors' appointments.

12           (7) Any performance-based bonus or incentive-based  
13       compensation to the president or all chancellors of the  
14       University must be approved by the Board in an open  
15       meeting. The performance upon which the bonus is based must  
16       be made available to the public no less than 48 hours  
17       before Board approval of the performance-based bonus or  
18       incentive-based compensation.

19           (8) Board minutes, board packets, and annual  
20       performance reviews concerning the president or all  
21       chancellors of the University must be made available to the  
22       public on the University's Internet website.

23       (110 ILCS 690/35-195 new)

24       Sec. 35-195. Executive accountability. The Board must  
25       complete an annual performance review of the president and any

1 chancellors of the University. Such annual performance review  
2 must be considered when the Board contemplates a bonus,  
3 incentive-based compensation, raise, or severance agreement  
4 for the president or all chancellors of the University.

5 Section 50. The Public Community College Act is amended by  
6 adding Sections 3-70 and 3-75 as follows:

7 (110 ILCS 805/3-70 new)

8 Sec. 3-70. Employment contract transparency. This Section  
9 applies to the employment contracts of the president or all  
10 chancellors of the community college entered into, amended,  
11 renewed, or extended after the effective date of this  
12 amendatory Act of the 99th General Assembly. This Section does  
13 not apply to collective bargaining agreements. With respect to  
14 employment contracts entered into with the president or all  
15 chancellors of the community college:

16 (1) Severance payments or contract buyouts may be  
17 placed in an escrow account if there are pending criminal  
18 charges against the president or all chancellors of the  
19 community college related to their employment.

20 (2) Final action on the formation, renewal, extension,  
21 or termination of the employment contracts of the president  
22 or all chancellors of the community college must be made  
23 during an open meeting of the board.

24 (3) Public notice, compliant with the Open Meetings

1 Act, must be given prior to final action on the formation,  
2 renewal, extension, or termination of the employment  
3 contracts of the president or all chancellors of the  
4 community college and must include a copy of the board item  
5 or other documentation providing, at a minimum, a  
6 description of the proposed principal financial components  
7 of the president's or any chancellor's appointment.

8 (4) Any performance-based bonus or incentive-based  
9 compensation to the president or all chancellors of the  
10 community college must be approved by the board in an open  
11 meeting. The performance criteria and goals upon which the  
12 bonus or incentive-based compensation is based must be made  
13 available to the public no less than 48 hours before board  
14 approval of the performance-based bonus or incentive-based  
15 compensation.

16 (5) Board minutes, board packets, and annual  
17 performance criteria and goals concerning the president or  
18 any chancellors must be made available to the public on the  
19 community college district's Internet website.

20 (110 ILCS 805/3-75 new)

21 Sec. 3-75. Executive accountability. Each board must  
22 complete an annual performance review of the president and all  
23 chancellors of the community college. Such annual performance  
24 reviews must be considered when the board contemplates a bonus,  
25 raise, or severance agreement for the president or

1 chancellor.".